



Designers and Manufacturers
of Specialty Adhesive Films



October 24, 2014

Connecticut Retirement Security Board

I'm the President of Syntac Coated Products LLC in New Hartford and we have 50 employees at this location and 10 employees at our Florida plant.

When the State imposes new mandates on business it makes us less competitive with companies in other States that are business friendly. The money and time that it will cost to comply with a retirement mandate will only cause us to limit raises and other benefits for our employees.

As you might have noticed in paragraph #1, we have a plant in Florida and we are investing over \$2 million in expansion in Florida....not Connecticut. I can give you a whole list of reasons but I'm sure you know what they are. I look at it this way....I am the State's customer and if I'm not satisfied with the business climate, I'm going elsewhere where the cost of doing business makes us competitive.

You should refrain from telling us how to run our businesses because you (the State Gov't) are doing a pretty poor job of running your business.

I presently offer a 401(k) in which we match dollar for dollar on the first 3% of the employee's contribution. I think this is generous and it's my decision...not mandated by you.

Leave business alone....we are already among the 3 worst states in the country to have a business.....enough is enough!

Sincerely,

A handwritten signature in black ink that reads "Curt Rutsky". The signature is written in a cursive, flowing style.

Curt Rutsky
President

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